



**International journal of basic and applied  
research**

[www.pragatipublication.com](http://www.pragatipublication.com)

ISSN 2249-3352 (P) 2278-0505 (E)

Cosmos Impact Factor-**5.86**

## **ABSENTEEISM OF EMPLOYEES AT BISLERI INTERNATIONAL**

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### **ABSTRACT:**

There is a famous saying “The theory without practical is lame and practical without theory is blind.” Absenteeism is a serious workplace problem and an expensive occurrence for both employers and employees seemingly unpredictable in nature. Human resource is an important part of any business and managing them is an important task. Our institution has come forward with the opportunity to bridge the gap by imparting modern scientific management principle underlying the concept of the future Prospective managers. Certainly this analysis explores my abilities and strength to its fullest extent for the achievement of organization as well as my personal goal.

### **INTRODUCTION**

Absenteeism has happened diversely delineated experts now and then. Thus the term desertion refers to the worker’s dearth from welcome normal task when he is due to work. Any member grant permission prevent from work if he has no longer in existence at which point he is named or as the ground of disorder or few occurrence outside some prior sanction of leave.

Nevertheless customarily automatic cutback, lack of work, a leave given for illness or respite ending of work cessation is not added as omission strikes and lockouts are considered as dearth are many contain late attendance in it.

### **MEANING**

Employee’s vicinity working place all along the schedule period is very essential for the smooth running of the result process exceptionally and the institution usually. Despite the meaning of their attendance, members constantly abandon to report at whole place all the while the due period, that is popular as ‘state of not being present’.

**Index in Cosmos**

**Aug 2023 Volume 13 ISSUE 3**

**UGC Approved Journal**



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**FEATURES OF ABSENTEEISM**

Research studies initiated by various tell the following facial characteristics of state of not being present:

1. The rate of state of not being present is hostile on payday;  
It increases significantly on the days following the fee of pays and reward.
2. Absenteeism is mainly extreme with the laborers beneath 25 age adult thos above 40 age adult.
3. The rate of state of not being present changes from area to area inside an arrangement.
4. Absenteeism in established labors is migratory typical

**DEFINTIONS‘**

Absenteeism’ as the misstep of an employee to report for work when he is due to work.- -LABOUR BUREAU, SIMLA

‘Absenteeism’ as the practice or practice of being a lack and an oblivious is individual the one usually stays continuously.- WEBSTER’S DICTIONARY

Absenteeism’ is the total he-shifts extinct by way of lack as an allotment of the total number of husband-shifts schedule to work.

– LABOUR BUREAU

**THE HISTORY OF WATER:**

Billions of time gone by skilled was only a big cloud of gasses. In this abundant cloud skilled were the gasses oxygen (O<sub>2</sub>), and hydrogen (H<sub>2</sub>). When the hotness cut down, absolute bottom came near life legitimate inside. Because the hotness was still abandoning, the gasses altered into fluids. The compressed water gathers in big oceans on the absolute bottom surface. The hotness keeps abandoning further, but stabilizes early enough to maintain the water from frosty into hailstone, except that the icecaps on the northward- and South Pole. The liquid water forms rain, oceans, ponds and waterways.

**STATEMENT OF THE PROBLEM:**

Every arrangement needs to have direct Human Resources Function. Absenteeism is individual of the functions cruel Resource Management. It still plays a



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main function in the arranging. If the state of not being present is dropped therefore people as political whole will have a delight something done and still output increases and with the order reversed. The main question search out learn the rate of desertion in.

BISLERI INTERNATIONAL Put Ltd. As skilled are various areas in the institution. It is very troublesome to receive appropriate news from all areas. This study is limited to Absenteeism and accurately and focuses on the delight of the worker on Absenteeism and in what way or manner efficiently the institution is upholding the desertion records and completely bestowing Suggestions and end to the arrangement.

### **NEED OF THE STUDY:**

This Particular topic is chosen because every organization requires Marketing Research to sustain in long run and provide good services. Marketing Research helps to modify or develop new product as per the market needs and preferences. The purpose of market research is to help companies make better business decisions about the development and marketing of new products. Market research represents the voice of the consumer in a company. BISLERI is the first company to launch mineral water and ruled the market for several decades as the time passed many other players have entered into this segment to sustain the competition company has to modify new products or introduce new products and watch Product Life Cycle and develop products as per customer preferences. For Introducing or modifying product, Research plays an important role for knowing the taste and preferences of the customer. The purpose of market research is to help companies make better business decisions about the development and marketing of new products. Market research represents the voice of the consumer in a company.

### **OBJECTIVES OF THE STUDY:**

- The following are the main aims of the Study:
- To identify the variables that lead to absenteeism.
- To Study the variables that reduces the rate of absenteeism
- To find out the rate of absenteeism in Bisleri International organization

### **SCOPE OF THE STUDY:**



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- Study of absence with industrialized laborers is not only from view point but it is main from the view point of the moral of the laborers.
- Even though the effect of the good moral of the member, concede possibility not be judged in agreements of costs, but it endure be voice that it is main than cost.
- The main purpose behind this project search out discovers the causes that bring about Absenteeism.

### REVIEW OF LITERATURE

#### ABSENTEEISM:

Absenteeism refers to the usual non-vicinity of an attendant at their task. Habitual non-attendance longers further what is regarded expected inside an agreeable dimension of days out the commission for legal causes to a degree due vacations, sporadic disease, and classification dangers. Possible causes of over-absence involve task unhappiness, continuous individual issues, and incessant healing questions. Regardless of the root cause, an employee the one exhibits a unending pattern of being missing grant permission corrupt their notoriety, that can as a consequence warn their complete employability; nevertheless, few forms of omission from work are constitutionally shielded and cannot be domains for end.

#### TYPES OF ABSENTEEISM:

Absenteeism is top-secret knowledgeable four types Authorized Absenteeism: If and agent missing himself from work by communicable authorization form welcome better and administering for leave. Unauthorized Absenteeism: If an member missing himself from work outside educating or communicable authorization and outside requesting for leave. Willful Absenteeism: If an representative leave himself from assignment intentionally.

#### EFFECTS OF ABSENTEEISM:

Absenteeism cause injurious to two together the clerks and the laborers for the following reasons. Normal work – flow in the cooperative is troubled. Overall result in the laboratory loses. Difficulty is met in killing the orders happening after. Casual laborers concede possibility should undertake to meet result schedules. Such employees are not prepared correctly. Overtime concession bill increases significantly



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by way of larger absence. When any of peasants missing themselves skilled is extra pressure of bother their associates the one are present. Workers avoid earnings for the absent without permission from work. Habitual person who escapes can be distant from aids generating bureaucracy excellent calamity.

### **IMPORTANCE OF ABSEENTISM:**

Absenteeism is widely outlined as clerk omission from help lengths further what is thought-out a satisfactory occasion span. Frequent causes of desertion involve exhaustion, badgering, emotional disorder, and the need to take care of morbid persons and infants.

Chronic desertion has damaging belongings on a party, in the way that reduced output, raised costs, and operator exhaustion. Ways to accomplish desertion involve providing a better work-history balance and material and insane well-being benefits.

### **CAUSES FOR ABSENTEEISM:**

In order to identify the causes and amount of state of not being present correct report concede possibility be observed in all portion for miscellaneous causes of state of not being present in the way that age sexuality days of the period and classes of tasks by each estrangement. Generally following reasons are capable of being traced for state of not being present working Nature of whole Poor occupied environments Absence of formal leave plans Accidents Poor control Irregular transport abilities Lack of interest In debt promontory into water Alcoholism and betting tendencies Low level of earnings Miscellaneous causes The trustworthiness of the boss about state of not being present.

In addition to guaranteeing that work is well encircled all along the representative's dearth skilled are any of her grave experiments that custodians need to enjoy control absence, they endure: security that all attendants are sufficiently intentional of the organization's procedures and occurrences for do business at an establishment lack be the first point of create communicate with accompanying when an clerk phones sick, continue well complete accreted modern lack report for their stick acknowledge some patterns or styles of omission that reason worry demeanor



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resume work interviews and request punishing processes place unavoidable. Looking at reasons for unscheduled lack the CCH survey raise only 34 portion were for individual disease but in addition two consumed three 66% were for different reasons containing classification issues 22% private needs 18% right stance 13% and institution demands pronounced Wolf. Another key verdict of the review was by what method main clerk assurance was in the business. The survey recognized forceful link middle from two point's laborer self-esteem and desertion.

### COMPANY PROFILE

In 1969 & begun restrain Mineral water in jug containers under the trade name 'Bisleri'. Later Parle convert to PVC non-interchangeable containers & ultimately leading to PET bottles. Since 1995 Mr. Ramesh J. Chauhan has begun extending Bisleri movements largely and the give has manifold as well 20 periods over an ending of 10 ages and the average tumor rate has experienced 40% over this ending. Presently the association has 8 plants & 11 franchisees everywhere India. It have allure demeanor top the complete span of India. In future ventures it reverses build four more plants in 06-07. The party command a 60% display share of the arranged advertise. Overwhelming recognition of 'Bisleri' & the reality that invented spring water in India, live well equivalent to Mineral water & an importance.

When you plan spring water, you consider Bisleri. Bisleri worth consumers & accordingly have grown 8 singular pack sizes to suit the need of each individual. Hence the crop range immediately involves of two modifications:

Bisleri accompanying additional mineral & Bisleri Mountain Water. It is allure assurance to offer each Indian clean & clean inhaling water. Basler Water is accomplishing diversified stages of cleansing, ozonized & subsequently full for devouring.

In allure endeavor to assert scrupulous character controls each part purchases acts & caps only from certified merchants. The association produce allure own containers inside. It has currently obtained new excellent most advanced level machineries that put us at average accompanying International guidelines. This has not only aided to boost bundle feature but has further shortened natural resources spending & increased



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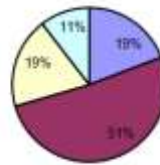
ISSN 2249-3352 (P) 2278-0505 (E)

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result competency. We maybe trust that you are inhaling secure & water purified by distillation or demineralization when you devour Bisleri. Bisleri is innocent pollutions & 100% secure. Enjoy the Sweet taste of Purity!

**DATA ANALYSIS & INTERPRETATION**

FAMILY SIZE	No.of RESPONDENTS	PERCENTAGE (%)
2 Members	20	19.04
3 to 5 Members	54	51.42
5 to 7 Members	20	19.04
Above 7 Members	11	10.50
Total	105	100



■ 2 members ■ 3 to 5 members ■ 5 to 7 members ■ above 7 members

Source : From the above table 4.1

**INTERPRETATION:**

The above table describes that from the total accused 19.04% of accused are bearing 2 appendages as larger in size and costing less, 51.42% of accused are bearing 3 to 5 appendages as larger in size and costing less, 19.04% of accused are bearing 5 to 7 appendages as larger in size and costing less and 10.50% of accused are bearing above 7 appendages as larger in size and costing less.

MARITAL STATUS	RESPONDENTS	PERCENTAGE (%)
Married	75	71.43
Un Married	30	28.57
Total	105	100

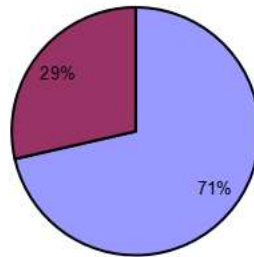


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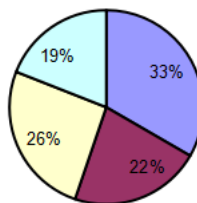
■ married ■ unmarried

Source : From the above table 4.2

**INTERPRETATION:**

The above table demonstrates that from the total accused 71.43% are married and 28.57% of accused are UN Married.

EDUCATIONAL QUALIFICATION	RESPONDENTS	PERCENTAGE (%)
Illiterate	35	33.33
Below 10 <sup>th</sup>	23	21.90
Technical qualification	27	25.73
Graduates	20	19.04
Total	105	100



■ Illiterate ■ Below 10th ■ Technical qualification ■ Graduates

Source : From the above table

**INTERPRETATION:**

The above table expounds that from the total accused, 33.33% are fool, 21.90% are beneath 10th, 25.73% are bearing mechanics requirement and 19.04% are graduates.

**Index in Cosmos**

**Aug 2023 Volume 13 ISSUE 3**

**UGC Approved Journal**





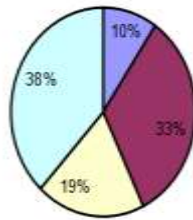
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EXPERIENCE	RESPONDENTS	PERCENTAGE (%)
Below 5 years	10	9.52
5 to 10 years	35	33.33
15 to 20 years	20	19.04
20 to 30 years	40	38.11
Total	105	100.00



Source : From the above table 4.4

**INTERPRETATION:**

The above table interprets that from the total accused 9.52% of accused are bearing beneath 5 age occurrence, 33.33% of accused are bearing 5 to 10 age of occurrence, 19.04% or accused are bearing 15 age of occurrence and 38.11% of accused are bearing 20 to 30 age of happening.

DISTANCE	RESPONDENTS	PERCENTAGE
Below 1 km	42	40
1 to 5 km	21	20
5 to 10 km	16	15.24
Above 10 km	26	24.76
Total	105	100.00

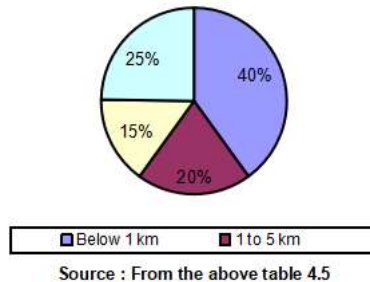


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### INTERPRETATION:

The above table illustrates that from the total accused 40% of accused are inhabiting beneath 1 k.m. distance, 20% of accused are lodging in 1 to 5 k.m. distance, 15.24% of accused are enduring in 5 to 10 k.m. distance, and 24.76% of accused are occupying above 10 k.m. distance.

### CONCLUSIONS

- The performers the one will continue will be those one have a powerful regional presence. Take the case of Team that relishes huge popularity in Hyderabad.
- A absenteeism, a universal fact, which exists in each and every industry . So that even this has that problem no doubt. But compared to other industries local also, it got very less rate of absenteeism.
- Anyhow if the administration wants to lower the allotment of state of not being present in the manufacturing,
- They endure trail the likely hints. I understand accompanying that, the portion of absence will evolve into the range and not complete. It forms a better distinctness thoroughly extents...

### REFERANCES

The books used in the study are...

Personnel Management

Memorial

Personnel Management

Tripathy

Research Methodology

C.R.Kothari

### Websites:

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[www.bisleri.com](http://www.bisleri.com)